

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after November 21, 2015, are as follows: Average increases of 21 cents (1.9 percent) for Level 1 and 23 cents (1.7 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2015.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	419	9.92	11.27	9.06
CASHIER-CHECKER	374	10.66	22.20	9.00
CUSTOMER SERVICE ASST	71	10.02	11.76	9.30
TELLER	233	13.79	15.20	12.05
RECREATION ATTENDANT	22	10.91	14.63	9.40
DESK CLERK	222	11.70	14.00	11.00
NF - 2				
HEAD SALES PERSON	61	13.00	17.22	11.29
STORE DETECTIVE	10	12.18	13.00	10.75
HEAD CUSTOMER SVC ASST	24	12.91	16.91	9.50
PAYROLL CLERK	6	24.50	26.75	21.25
SECRETARY	4	17.19	22.00	14.00
ACCOUNTING TECHNICIAN	26	17.74	24.80	12.50
NF - 3				
DEPARTMENT MANAGER	82	14.87	17.23	13.24
EXECUTIVE SECRETARY	6	23.15	26.97	16.00
BOOKKEEPER	8	20.29	26.00	16.31

WAGE AREA : #135 Santa Barbara, CA
ORDER DATE : September 8, 2015
SURVEY : #030/031-59